The Ostrich and Fancy Feather and Artificial Flower Wages Council (Great Britain) Wages Regulation Order, 1951

1951 No. 1227

Made - - - - 9*th July*, 1951
Coming into Operation 25*th July*, 1951

O.F. (18)

Whereas the Minister of Labour and National Service (hereinafter in this Order referred to as "the Minister") has received from the Ostrich and Fancy Feather and Artificial Flower Wages Council (Great Britain) (hereinafter in this Order referred to as "the Council") the wages regulation proposals set out in the Schedule hereto, being proposals for fixing the remuneration to be paid by their employers to workers in relation to whom the Council operates in substitution for the remuneration fixed for those workers by the Ostrich and Fancy Feather and Artificial Flower Wages Council (Great Britain) Wages Regulation Order, 1947(a) (hereinafter in this Order referred to as "Order O.F. (15)");

Now, therefore, the Minister, by virtue of the powers conferred on him by section 10 of the Wages Councils Act, 1945(b), and of all other powers in that behalf, hereby makes the following Order:—

Short title and interpretation

1.—(1) This Order may be cited as the Ostrich and Fancy Feather and Artificial Flower Wages Council (Great Britain) Wages Regulation Order, 1951.

(2) In this Order the expression "the specified date" means the 25th day of July, 1951, provided that where as respects any worker who is paid wages at intervals not exceeding seven days that date does not correspond with the beginning of the period for which the wages are paid, the expression "the specified date" means, as respects that worker, the beginning of the next such period following that date.

(3) The Interpretation Act, 1889(c), applies to the interpretation of this Order as it applies to the interpretation of an Act of Parliament.

Fixing of statutory minimum remuneration and revocation of Order O.F. (15)

2.—(1) Effect is hereby given to the said wages regulation proposals set out in the Schedule hereto.

(2) The provisions of the Schedule hereto shall have effect as from the specified date and as from that date Order O.F. (15)(a) shall cease to have effect.

Signed by order of the Minister of Labour and National Service this 9th day of July, 1951.

Godfrey H. Ince,
Secretary,
Ministry of Labour and National Service.

(a) S.R. & O. 1947 (No. 2565) I, p. 2526. (b) 8 & 9 Geo. 6. c. 17. (c) 52 & 53 Vict. c. 63.

SCHEDULE

The following minimum remuneration shall be substituted for the statutory minimum remuneration fixed by Order O.F. (15).

STATUTORY MINIMUM REMUNERATION

PART I

GENERAL

Paragraph 1

The minimum remuneration payable to a worker to whom this Schedule applies for all work except work to which a minimum overtime rate applies under Part III is:—

(*a*) in the case of a time worker, the hourly general minimum time rate payable to the worker under Part II of this Schedule;

(*b*) in the case of a worker employed on piece work, piece rates each of which would yield, in the circumstances of the case, to an ordinary worker at least the same amount of money as the piece work basis time rate applicable to the worker under Part II of this Schedule.

PART II

GENERAL MINIMUM TIME RATES

FEMALE WORKERS

Paragraph 2

The general minimum time rates payable to female workers are as follows:—

	Age of worker on first entering the trade						
	Under 15½ years	15½ and under 16 years	16 and under 16½ years	16½ and under 17 years	17 and under 17½ years	17½ and under 18 years	18 years or over
	per hour s. d.	per hour s. d.	per hour s. d.	per hour s. d.	per hour s. d.	per hour s. d.	per hour s. d.
Workers aged:—							
15 and under 15½ years	8	—	—	—	—	—	—
15½ „ „ 16 „	9½	8	—	—	—	—	—
16 „ „ 16½ „	11½	10	9½	—	—	—	—
16½ „ „ 17 „	1 1½	1 1½	11¾	11¾	—	—	—
17 „ „ 17½ „	1 3½	1 3½	1 1½	1 1½	1 1½	—	—
17½ „ „ 18 „	1 5	1 5	1 3¾	1 2¾	1 2¾	1 1½	—
18 „ „ 18½ „	1 6	1 6	1 6	1 6	1 6	1 6	1 5
18½ years or over ...	1 6	1 6	1 6	1 6	1 6	1 6	1 6

MALE WORKERS

Paragraph 3

The general minimum time rates payable to male workers are as follows:—

	Per hour s. d.
Workers aged 21 years or over	2 3
„ „ 20 and under 21 years	1 11½
„ „ 19 „ „ 20 „	1 8½
„ „ 18 „ „ 19 „	1 6
„ „ 17½ „ „ 18 „	1 5
„ „ 17 „ „ 17½ „	1 3½
„ „ 16½ „ „ 17 „	1 1½
„ „ 16 „ „ 16½ „	11¾
„ „ 15½ „ „ 16 „	9½
„ „ under 15½ years	8½

PIECE WORK BASIS TIME RATE

MALE OR FEMALE WORKERS

Paragraph 4

The piece work basis time rate applicable to all workers, male or female (including homeworkers), employed on piece work shall be a rate equal to the general minimum time rate which would be payable if the worker were a time worker, increased by 12½ per cent.

PART III

OVERTIME AND WAITING TIME

MINIMUM OVERTIME RATES

Paragraph 5

(1) Subject to the provisions of this paragraph minimum overtime rates are payable to any worker as follows:—

(*a*) on any day other than a Saturday, Sunday or a customary holiday—

(i) for the first two hours worked in excess of 8½ hours ... ... Time-and-a-quarter

(ii) thereafter ... ... Time-and-a-half

Provided that where the employer normally requires the worker's attendance on five days only in the week, the said minimum overtime rates of time-and-a-quarter and time-and-a-half shall be payable after 9 and 11 hours' work respectively;

(*b*) on a Saturday not being a customary holiday—
for all time worked in excess of 4 hours ... ... Time-and-a-half

Provided that the said overtime rate of time-and-a-half shall be payable in respect of all time worked on Saturday by a worker who is normally required by the employer to attend on 5 days only in the week if that worker has worked for the employer for at least 45 hours during the 5 days immediately preceding the Saturday, and for the purposes of this provision the worker shall be treated as though he had worked for the employer for any normal working hours in the said 5 days during which he is absent from work with the permission of the employer or on account of his proved sickness or accident to him or the allowance of a holiday under a wages regulation order.

(*c*) on a Sunday or a customary holiday—
for all time worked ... ... Double time

(*d*) in any week exclusive of any time in respect of which a minimum overtime rate is payable under the preceding provisions of this sub-paragraph—
for all time worked in excess of 45 hours ... ... Time-and-a-quarter

(2) Where the employer normally requires the worker's attendance on Sunday and not on Saturday, for the purposes of this Part of this Schedule (except where in the case of a woman or young person such attendance on Sunday is unlawful) Saturday shall be treated as a Sunday, and subject to the provisions of sub-paragraph (3) of this paragraph, Sunday as a Saturday.

(3) Where the employer normally requires the worker's attendance on six days in the week and an ordinary week day is substituted for Saturday, or in the case where the provisions of sub-paragraph (2) of this paragraph apply, for Sunday as the worker's weekly short day, for the purposes of this Part of this Schedule (except where in the case of a woman or young person such substitution is unlawful) that ordinary week day shall be treated as a Saturday and Saturday or Sunday, as the case may be, as an ordinary week day.

Paragraph 6

In this Part of this Schedule—

(1) the expression "customary holiday" means:—

(*a*) (i) In England and Wales—
Christmas Day (or, if Christmas Day falls on a Sunday, such week day as may be appointed by national proclamation, or, if none is so appointed, the next following Tuesday), Boxing Day, Good Friday, Easter Monday, Whit Monday and August Bank Holiday.

(ii) In Scotland—

New Year's Day (or, if New Year's Day falls on a Sunday, the following Monday);

the local Spring holiday;

the local Autumn holiday; and

three other days (being days on which the worker normally works) in the course of a calendar year to be fixed by the employer and notified to the worker not less than three weeks before the holiday;

or (*b*) In the case of each of the said days (other than a day fixed by the employer in Scotland and notified to the worker as aforesaid) a day, substituted therefor by the employer, being a day recognised by local custom as a day of holiday in substitution for the said day.

(2) The expressions "time-and-a-quarter," "time-and-a-half," and "double time" mean respectively:—

(*a*) in the case of a time worker, one and a quarter times, one and a half times, and twice the hourly general minimum time rate otherwise applicable to the worker;

(*b*) in the case of a worker employed on piece work—

(i) a time rate equal respectively to one-quarter, one-half and the whole of the piece work basis time rate otherwise applicable to the worker, and, in addition thereto,

(ii) the piece rates otherwise applicable to the worker under paragraph 1 (*b*) of this Schedule.

WAITING TIME

Paragraph 7

(1) A worker is entitled to payment of the minimum remuneration specified in this Schedule for all time during which he is present on the premises of his employer unless he is present thereon in any of the following circumstances:—

(*a*) without the employer's consent, express or implied;

(*b*) for some purpose unconnected with his work and other than that of waiting for work to be given to him to perform;

(*c*) by reason only of the fact that he is resident thereon;

(*d*) during normal meal times in a room or place in which no work is being done, and he is not waiting for work to be given to him to perform.

(2) The minimum remuneration payable under sub-paragraph (1) of this paragraph to a piece worker when not engaged on piece work is that which would be applicable if he were a time worker.

PART IV

INTERPRETATION

Paragraph 8

In this Schedule—

(1) the expression "homeworker" means a female worker who works in her own home or any other place not under the control or management of the employer.

(2) "the trade" means the ostrich and fancy feather and artificial flower trade.

PART V

APPLICABILITY OF STATUTORY MINIMUM REMUNERATION

Paragraph 9

This Schedule does not apply to male workers employed as dyers in the Feather Trade but save as aforesaid, this Schedule applies to workers in relation to whom the Ostrich and Fancy Feather and Artificial Flower Wages Council (Great Britain) operates, that is to say, workers employed in Great Britain in the Ostrich and Fancy Feather and Artificial Flower trade as specified in the Schedule to the Regulations made by the Minister of Labour, dated 3rd February, 1921, with respect to the constitution and proceedings of the Trade Board for the Ostrich and Fancy Feather and Artificial Flower Trade (Great Britain)(a) which Schedule reads as follows:—

"**The Ostrich and Fancy Feather and Artificial Flower Trade,** that is to say:—

1. The preparation throughout of ostrich or fancy feathers from the natural condition to the finished feather product.
2. The making of artificial flowers, fruit, foliage, grasses, mosses, seeds or pods from paper, wax, textile materials, porcelain, glass, plaster, metal composition, rubber, leather, raffia, celiphane and similar materials.
3. The preservation of natural flowers, foliage, grasses, mosses, ferns, seeds or pods.
4. The making of hats of any of the articles specified in paragraphs 1, 2 and 3 above, when made in or in association with or in conjunction with any business or establishment or branch or department or workroom mainly engaged in any of the operations specified in those paragraphs.
5. The making of feather garments (including neckwear and muffs), feather trimmings for dresses, feather fans or feather mountings of any description, when made in or in association with or in conjunction with any business or establishment or branch or department or workroom mainly engaged in the preparation of ostrich or fancy feathers.
6. The cleaning, dyeing or renovating of any of the articles specified in paragraphs 1, 2 and 3 above, when carried on as a main business or in association with or in conjunction with any business or establishment or branch or department or workroom mainly engaged in any of the operations specified in these paragraphs.

Including:—

7. A. Any of the following and similar operations or processes known in the trade as:—

(i) The sorting, stringing, washing, bleaching, dyeing, beating, scraping, laying-up, sewing, curling, finishing, sticking, twisting, mounting of ostrich or fancy feathers;

(a) S.R. & O. 1921 (No. 170) p. 1371.

(ii) Pattern-making, dyeing, stiffening, waterproofing, waxing, cutting, stamping, shading, veining, goffing, mould making, mounting, in connection with the manufacture of artificial flowers, fruits, foliage, grasses, mosses, seeds or pods;

(iii) The dyeing, preserving, painting, varnishing or decorating of natural flowers, foliage, grasses, mosses, ferns, seeds or pods.

B. The making of any of the articles specified in paragraph 2 above by needlework processes, when carried on in or in association with or in conjunction with a business or establishment or branch or department or workroom mainly engaged in any of the operations specified in that paragraph.

C. The making or mounting of any of the articles specified in paragraphs 1, 2 and 3 above for cakes or cracker ornaments, except when made or mounted in or in association with or in conjunction with an establishment or business or branch or department or workroom which is mainly engaged in the making of crackers.

D. The mounting (whether singly or in festoons or garlands) or assembling of any of the articles specified in paragraphs 1, 2 and 3 above for the purpose of decoration, when mounted or assembled in a business or establishment or branch or department or workroom mainly engaged in these operations.

E. The warehousing of, the packing of, and similar operations in regard to any of the articles specified in paragraphs 1 to 5 above when carried on in or in association with or in conjunction with a business or establishment or branch or department or workroom mainly engaged in any of the operations specified in paragraphs 1 to 6 above.

But excluding:—

8. A. The making of any of the articles mentioned in paragraph 2 above in a business or establishment or branch or department or workroom which is mainly engaged in the manufacture of the materials specified in that paragraph, and not of the articles therein specified.

B. The preparation, making or preservation of any of the articles specified in paragraphs 1, 2 and 3 above, when carried out in a business or establishment or branch or department or workroom mainly engaged in the manufacture of stationers' sundries.

C. The stiffening or preparation of textile materials for the making of any of the articles mentioned in paragraph 2 above, when carried on in a business or establishment or branch or department or workroom mainly engaged in the preparation of textile materials for other purposes.

D. The making of any of the articles specified in paragraph 2 above wholly from metal, or the mounting thereof when so made or the making or mounting of plaster flowers, fruits or foliage, except when made or mounted:—

(i) For funeral tokens, wreaths or crosses.

(ii) In association with, or in conjunction with the making of any of the articles specified in paragraph 2, from any of the materials specified therein.

(iii) For cake or cracker ornaments as specifically mentioned in the operations and processes included in the trade.

E. The making from rubber of any of the articles mentioned in paragraph 2 above, or the mounting thereof when so made, where carried on in or in association with or in conjunction with a business or establishment or branch or department or workroom mainly engaged in the manufacture of other rubber articles.

F. All operations covered by the following orders :—

(i) The Trade Boards (Sugar Confectionery and Food Preserving) Order, 1913(a).
(ii) The Trade Boards (Hat, Cap and Millinery) Order, 1919(b).
(iii) The Trade Boards (Women's Clothing) Order, 1919(c).
(iv) The Trade Boards (Toy) Order, 1920 "(d).

EXPLANATORY NOTE

(This Note is not part of the Order, but is intended to indicate its general purport.)

This Order sets out the statutory minimum remuneration payable as from the 25th July, 1951, to workers in relation to whom the Ostrich and Fancy Feather and Artificial Flower Wages Council (Great Britain) operates. It supersedes Order O.F. (15) which is revoked. New provisions in the Schedule are printed in italics.

The Paper Bag Wages Council (Great Britain) Wages Regulation Order, 1951

1951 No. 1429

Made - - - - 3*rd August*, 1951
Coming into Operation 24*th August*, 1951

P. (50)

Whereas the Minister of Labour and National Service (hereinafter in this Order referred to as "the Minister") has received from the Paper Bag Wages Council (Great Britain) (hereinafter in this Order referred to as "the Council") the wages regulation proposals set out in the Schedule hereto, being proposals for fixing the remuneration to be paid by their employers to workers in relation to whom the Council operates in substitution for the remuneration fixed for those workers by the Paper Bag Wages Council (Great Britain) Wages Regulation Order, 1948(e) (hereinafter in this Order referred to as "Order P. (43)"); as amended by the Paper Bag Wages Council (Great Britain) Wages Regulation (Amendment) Order, 1951(f) (hereinafter in this Order referred to as "Order P. (48)");

Now, therefore, the Minister, by virtue of the powers conferred on him by section 10 of the Wages Councils Act, 1945(g), and of all other powers in that behalf, hereby makes the following Order:—

Short title and interpretation

1.—(1) This Order may be cited as the Paper Bag Wages Council (Great Britain) Wages Regulation Order, 1951.

(2) In this Order the expression "the specified date" means the 24th day of August, 1951, provided that where as respects any worker who is paid wages at intervals not exceeding seven days that date does not correspond with the beginning of the period for which the wages are paid, the expression "the specified date" means, as respects that worker, the beginning of the next such period following that date.

(a) Schedule to, and confirmed by 3–4 Geo. 5. c. clxii.
(b) S.R. & O. 1919 (No. 1262) II, p. 515.
(c) S.R. & O. 1919 (No. 1263) II, p. 531.
(d) S.R. & O. 1920 (No. 470) II, p. 792.
(e) S.I. 1948 (No. 39) I, p. 4587.
(f) S.I. 1951 No. 72.
(g) 8 & 9 Geo. 6. c. 17.